

Exercising Independent Judgment

- Think of an instance from school or past career experience when you had to make a critical decision without being able to solicit input from others. Describe your decision making process, and tell us what resulted from the decision that you made.

1-2	3-4	5-6
Candidate made a decision that may have been too hasty and may not have considered all possible angles or adequately gleaned information from appropriate resources	Candidate was able to make a reasonably informed decision and was not too hasty in the decision making process	Candidate used as wide a variety of resources as possible, moved forward in the decision making process carefully and considered several angles before making an informed decision

- Describe an instance when you had to think on your feet to extricate yourself from a difficult situation. What did you do?

1-2	3-4	5-6
Candidate was not able to avoid the difficult situation effectively, independent judgment and/or lack of time interfered with sound decision making	Candidate was able to avoid complicating the situation by thinking of a logical solution and showed evidence of sound decision making	Candidate used quick, keen thinking skills to make a logical decision that met or exceeded normal expectations of outcome, and displayed outstanding decision making skill

- Give me a specific example of a time when you used good judgment and logic in solving a problem. What was the situation and what were your actions?

1-2	3-4	5-6
Candidate struggled to use sound logic and judgment may appear questionable	Candidate demonstrated good judgment and arrived at logical solutions	Candidate demonstrated excellent mastery of tactful judgment and logical sequences of events, solved problem with skill and relative ease

- Recall a time from your work experience when your manager or supervisor was unavailable and a problem arose. What was the nature of the problem? How did you handle that situation?

1-2	3-4	5-6
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Candidate struggled in making an independent decision, or may have made a decision that had harmful potential	Candidate was successful in arriving at an independent decision that did not cause foreseeable problems	Candidate actively found ways to make a confident, independent decision by ensuring that the information driving the decision was as accurate as possible
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- Tell of some situations in which you have had to adjust quickly to changes over which you had no control. What was the impact of the change on you?

1-2	3-4	5-6
Candidate struggled with change and may have demonstrated a poor attitude during transition	Candidate adjusted reasonably to the change and did not contribute to a negative attitude regarding change	Candidate was proactive in finding ways to make a smooth transition, and successfully avoided any negative impact on self by maintaining a positive attitude

- Describe for us a time when you had to make a decision, but didn't have all the information you needed. How did you handle that situation?

1-2	3-4	5-6
Candidate failed to gather adequate and/or accurate information before making a decision, and may have been untimely on service delivery	Candidate gathered additional information and maintained timely service delivery	Candidate actively sought more information from a variety of resources and ensured having adequate, accurate information before making a decision, while also ensuring timely service delivery